



SESO ONLINE PRIVACY POLICY

Last Updated: January 20, 2023

Seso, Inc. (the “**Company**,” “**Seso**,” “**we**,” “**our**,” and/or “**us**”), is committed to protecting the privacy of confidential and personal information, including personal data relating to individuals who may be customers, staff, agents, job applicants, and others inside or outside the Company.

This Privacy Statement is intended to summarize Seso’s data protection practices generally, and to advise its customers, job applicants, website visitors, and other third parties about the Company’s privacy policies that may be applicable to them, including how Seso collects, uses, and discloses information that we obtain about visitors to our website and users of our services.

This Privacy Statement is specifically addressed to parties outside the Company who provide personal information, including but not limited to information that identifies you as an individual or relates to an identifiable person, such as name, postal address, telephone number, email address, etc. (“**Personal Information**”) to the Company, including parties who visit or use the Company’s website at www.sesolabor.com (“**Website**”), mobile application, or related services (collectively “**Services**”).

The Personal Information We Collect from You

Seso only collects Personal Information that is provided from you and from third parties, and automatically through your use of our website or services. Any Personal Information that we collect is provided to us by you, or by a third party who you have authorized to provide us with your Personal Information to provide our software and services to you and to improve our software and services.

Information We Collect Directly From You. The information we collect from you depends on how you use our services. We may collect the following information directly from you:

- ***Account and Registration Information.*** When you create an account, register to use our services, sign up for notifications or updates, or complete our forms, we may collect your name, email, phone number, and address.
- ***Communications.*** If you contact us directly, we may receive additional information about you. For example, when you contact our customer support team, we will receive your name, email address, phone number, the contents of a message or attachments that you may send to us, and other information you choose to provide. If you subscribe to our newsletter, then we will collect certain information from you, such as your email address. When we send you emails, we may track whether you open them to learn how to deliver a better customer experience and improve our Services.



- **Payment Information.** If you make a purchase, our third-party payment processor will collect your payment information, such as your credit or debit card information and your billing and shipping address.
- **Careers.** If you decide that you wish to apply for a job with us, you may submit your contact information and your resume online. We will collect the information you choose to provide on your resume, such as your education and employment experience. If you apply for a job with us through a third-party platform or online job board (such as through LinkedIn or Greenhouse), we will collect the information you make available to us through such third-party platform or online job board.

Information We Collect From Other Entities. If you choose to link our services to a third-party account, we may receive information about you, including your profile information and your photo, and your use of the third-party account. If you wish to limit the information available to us, you should visit the privacy settings of your third-party accounts to learn about your options. We may receive additional information about you from third parties, such as data or marketing partners, and combine it with other information we have about you.

Information We Collect Automatically. We automatically collect information about your use of our Website and our Services through cookies, web beacons, and other technologies, including technologies designed for mobile apps. To the extent permitted by applicable law, we combine this information with other information we collect about you, including your personal information. We may collect the following information automatically:

- **Location Information.** We may infer your general location information, for example by using your internet protocol (IP) address.
- **Device Information.** We receive information about the device and software you use to access our Services, including IP address, web browser type, operating system version, phone carrier and manufacturer, application installations, device identifiers, mobile advertising identifiers, and push notification tokens.
- **Usage Information.** To help us understand how you use our Services and to help us improve them, we automatically receive information about your interactions with our Services, like the pages or other content you view, the searches you conduct, purchases you make, any content you post, and the dates and times of your visits.
- **Information from Cookies and Similar Technologies.** We and our third-party partners collect information using cookies, pixel tags, or similar technologies. Our third-party partners, such as analytics and advertising partners, may use these technologies to collect information about your online activities over time and across different services. Cookies are small text files containing a string of alphanumeric characters. We may use both session cookies and persistent cookies. A session cookie disappears after you close your



browser. A persistent cookie remains after you close your browser and may be used by your browser on subsequent visits to our Services. Please review your web browser's "Help" file to learn the proper way to modify your cookie settings. Please note that if you delete or choose not to accept cookies from the Service, you may not be able to utilize the features of the Service to their fullest potential.

Providing Personal Information about Others

If you provide Seso with Personal Information about third parties, you warrant to the Company that any Personal Information that you provide to the Company about any third parties was obtained by you with full consent, and that the individual has not communicated to you that they wish to opt out of receiving communication from the Company or having the Company collect information about him or her.

Your Choices

Your provision of Personal Information through any of our registration forms and case-related application on our Website or otherwise through our Services, constitutes your affirmative consent that we may contact you by email to provide you with information and notices relating to your case matters.

You may choose to opt out of receiving future email messages from us by emailing us at optout@sesolabor.com and submitting your opt-out request.

International Visitors

The Website is hosted and operated in the United States ("U.S."). By using the Website, you acknowledge that any Personal Information about you, regardless of whether provided by you or obtained from a third party, is being provided to the Company in the U.S. and will be hosted in the U.S. If you choose to use our Services from the European Union or other regions of the world with laws governing data collection and use that may differ from U.S. law, then please note that you are transferring your information outside of those regions to the U.S. for storage and processing. We may transfer information from the European Economic Area, Switzerland, or the United Kingdom to the U.S. and other third countries based on approved standard contractual clauses approved in the applicable jurisdiction, or otherwise in accordance with applicable data protection laws. Also, we may transfer your data from the U.S. to other countries or regions in connection with storage and processing of data, fulfilling your requests, and operating our Services. By providing any information, including information, on or to our site or through our services, you consent to such transfer, storage, and processing.

Use and Disclosure of Personal Information

If you do provide Personal Information to the Seso, the Company may use that Personal Information to:



- Provide you with H-2A visa preparation and ancillary services, if you are or become a customer of the Company, and/or respond to any requests or inquiries you may have;
- Invite you to seminars, panel events, conferences, and other business engagements;
- Contact you (unless you tell us that you prefer us not to) regarding Company and/or H-2A program developments that may be of interest to you;
- Carry out, monitor, and analyze our business or Website operations;
- Collect anonymous traffic data and geographic location, derived from your IP address, and perform web analytics by using software and cookies;
- Enter into or carry out contracts of various kinds;
- Comply with any applicable laws or regulations;
- To communicate with you about your use of our services, to respond to your inquiries, and for other customer service purposes;
- To tailor the content and information that we may send or display to you, to offer location customization, and personalized help and instructions, and to otherwise personalize your experiences while using the services;
- To send you email marketing about our products and services;
- To send you news and newsletters;
- To send you email marketing about products and services of our affiliated entities;
- To send you email marketing about products and services of other entities that we think may be of interest to you;
- To assist us in advertising on third party websites, mobile apps, and other online services, and to evaluate the success of our advertising campaigns through third party channels (including our online targeted advertising and offline promotional campaigns);
- To better understand how users access and use our services, both on an aggregated and individualized basis;
- For research and analytics purposes;
- To administer our customer loyalty program;
- To administer surveys and questionnaires, such as for market research or member satisfaction purposes;
- To comply with legal obligations, as part of our general business operations, and for other business administration purposes; and
- Where we believe necessary to investigate, prevent or take action regarding illegal activities, suspected fraud, situations involving potential threats to the safety of any person or violations of our Terms of Service or this Privacy Policy.

How We Share Your Information

We may share your information, including personal information, as follows:

- ***Service Providers.*** We disclose the information we collect from you to service providers, contractors or agents who perform functions on our behalf.
- ***Affiliates.*** We disclose the information we collect from you to our affiliates or subsidiaries.



- **Company Users.** Your user name and any information that you post to our Website, including, without limitation, reviews, comments, and text will be available to, and searchable by, all users of the Website and services.
- **Marketing.** We do not rent, sell, or share information about you with nonaffiliated companies for their direct marketing purposes, unless we have your permission.
- **Consent.** We may also disclose your information with your permission.

We also disclose information in the following circumstances:

- **Business Transfers.** If (i) we or our affiliates are or may be acquired by, merged with, or invested in by another company, or (ii) if any of our assets are or may be transferred to another company, whether as part of a bankruptcy or insolvency proceeding or otherwise, we may transfer the information we have collected from you to the other company. As part of the business transfer process, we may also share certain of your personal information with lenders, auditors, or other third-parties, including attorneys and consultants.
- **In Response to Legal Process.** We disclose your information to comply with the law, a judicial proceeding, court order, or other legal process, such as in response to a court order or a subpoena.
- **To Protect Us and Others.** We disclose your information when we believe it is appropriate to do so to investigate, prevent, or take action regarding illegal activities, suspected fraud, situations involving potential threats to the safety of any person, violations of our Terms of Service or this policy, or as evidence in litigation in which we are involved.
- **Aggregate and De-Identified Information.** We share aggregate, anonymized, or de-identified information about users with third parties for marketing, advertising, research or similar purposes.

Customer Payment Information

If you are a customer of the Company, you may pay via wire, check or ACH payment. If you opt to pay via ACH payment, the Company may direct you to the website of our third-party payment processor, Intuit Inc. (“QuickBooks”), to process your payment. By agreeing to process your payment via a third-party payment processor, Intuit, you expressly agree to its privacy policy, which may be found at <https://quickbooks.intuit.com/global/privacy/>. You may contact Intuit directly regarding any questions or concerns you have about your Personal Information submitted through their website by submitting written correspondence to Intuit on its Contact Us page.

Links to Other Websites



This Privacy Policy applies only to this Website and not to any third-party sites. However, we may include links to other websites on this Website. This Privacy Policy does not address, and we are not responsible for, the privacy, information or other practices of any third parties or their websites. The inclusion of a link on this Website does not imply endorsement of the linked site or its services by the Company.

Do Not Track Signals

“Do Not Track” signals are options available on your browser to tell operators of websites that you do not wish to have your online activity tracked. The Company’s Website may not respond to “Do Not Track” signals or other mechanisms from a visitor’s browser. If, in the future, the Company creates a program or protocol to respond to a web browser’s “Do Not Track” signals, the Company will inform you of the details of that protocol in this Privacy Policy.

Children’s Privacy

Our websites are not directed at children and we do not knowingly collect, maintain or process Personal Information submitted online by anyone under the age of 13. If you are under 18, please do not attempt to send any Personal Data about yourself to us. If we learn that we have collected Personal Data from a child under age 18, we will delete that information as quickly as possible. If you believe that a child under 18 may have provided us with Personal Data, please contact us at optout@sesolabor.com.

Security

The Company maintains reasonable and appropriate physical, electronic and procedural safeguards intended to maintain the confidentiality of Personal Information provided by our customers as well as visitors to this Website. The Company does not guarantee that these safeguards will always work or that its security measures are infallible.

Changes

The Company reserves the right to change this Privacy Statement at any time without advance notice. Should any new policy go into effect, the Company will post it on this Website. The Company encourages visitors to frequently check this page for any changes to its Privacy Policy.

Contact Us

If you have any questions or concerns about this privacy policy, please contact us at optout@sesolabor.com. Additionally, you may reach us by postal mail at:

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